

project might have been about and I don't recall that she was there more than maybe 9 months.

The CHAIRMAN. More than maybe—

Ms. FITCH. I don't think she was there more than 9 months, if possibly that long. That's my recollection.

The CHAIRMAN. What is your recollection, Ms. Holt?

Ms. HOLT. No more than a year, at any rate.

The CHAIRMAN. Did you hear the Chairman's testimony last night?

Ms. HOLT. I did.

The CHAIRMAN. The Judge's testimony and the Judge will have an opportunity to come back and he can clarify this, but maybe you can help me. Remember when I was asking him about legal assistants, you may remember I asked him who his legal assistants were and he corrected the record and he said I had more than one legal assistant?

Ms. HOLT. I think he was referring to the Department of Education.

The CHAIRMAN. Thank you. That was my question.

I also want the record to show that my friend from Wyoming, in an attempt to save me from myself, has suggested to me that it was not William Shakespeare who said, "Hell hath no fury." I still thought Shakespeare may have said it as well, but he says William Congrave said it, and the phrase was, "Heaven hath no rage like love to hatred turned, nor hell fury like a woman scorned."

I want the record to show that and thank him for that. [Laughter.]

I also must tell you that I have my staff researching Shakespeare to see if he said it, not that I think Mr. Congrave would ever plagiarize Shakespeare. [Laughter.]

Does anybody have any further questions?

Senator SPECTER. Could I inquire, Mr. Chairman?

Senator THURMOND. Senator Specter.

Senator SPECTER. Thank you, Mr. Chairman.

I welcome the chance to talk to you ladies because you are an unusual panel here which is testifying on behalf of Judge Thomas, but knows Professor Hill very well. What we have been searching for in this long proceeding is some way to understand the issue of motivation and each of you has testified very forcefully that you think Judge Thomas is correct that the charges are false.

Let me start with you, Ms. Holt, because you seem to know Professor Hill very well. Were you surprised when these charges were leveled?

Ms. HOLT. I was absolutely surprised, I was in shock.

Senator SPECTER. Well, knowing—I expected that to be your answer—knowing Professor Hill as you do and being confident that Judge Thomas is in the clear, do you have any insight to shed on what Professor Hill may be doing, what her motivation is, if you think she is not telling the truth?

Ms. HOLT. I know, I mean the allegations she has made are not even in character with Clarence Thomas.

Senator SPECTER. But is it in character with Professor Hill to make such charges?

Ms. HOLT. I never thought so, sir.

Senator SPECTER. So you have it out of character for Judge Thomas to do this and you have it out of character for Professor Hill to make the charges.

Ms. HOLT. Right.

Senator SPECTER. Then why is she making the charges?

Ms. HOLT. I have no idea, Senator.

Senator SPECTER. No speculation?

Ms. HOLT. None whatsoever, but I hope they find out.

Senator SPECTER. Well, I think that with you four women we have as good a chance to find out as any way.

Ms. FITCH, you were very friendly. You didn't go to lunch with her, but you knew her very well.

Ms. FITCH. We might have had lunch, Senator.

Senator SPECTER. I am sorry, I can't hear you.

Ms. FITCH. We might have had lunch together, Senator, I am not—

Senator SPECTER. But at any rate, you were close to her, you were friendly with her?

Ms. FITCH. Yes, exactly.

Senator SPECTER. And when you first heard of these charges against Judge Thomas what was your reaction?

Ms. FITCH. I was stunned. I was absolutely stunned.

Senator SPECTER. Stunned?

Ms. FITCH. Yes, and I still am.

Senator SPECTER. Still stunned?

Ms. FITCH. Yes.

Senator SPECTER. Was it in character for Professor Hill to make false charges like this?

Ms. FITCH. I have never known Professor Hill to make false charges. And as I said—

Senator SPECTER. Well, you knew her very well for how long?

Ms. FITCH. We were together from July 1982 to whenever she left in 1983, and I stayed in touch with her for possibly 2 years and I called maybe once every other month.

Senator SPECTER. Lots of contacts?

Ms. FITCH. Excuse me?

Well, when I was in the office and she was in the office we saw each other.

Senator SPECTER. Talked to her a great deal?

Ms. FITCH. Yes, I did because—

Senator SPECTER. Got to know her pretty well?

Ms. FITCH [continuing]. I felt she was kind of the person I could of relate to since I was new on the staff and she had been with the Chairman for some time, and I just felt that she was somebody I kind of gravitated to, to kind of get—

Senator SPECTER. But no idea, not any speculation?

Ms. FITCH. No speculation because there was no basis in the conversations that we have had and we had many at work.

Senator SPECTER. Ms. Berry, you have testified that your relationship was barely speaking professionally and we have already had extensive—

Ms. BERRY. With Angela Wright, but not with Anita Hill.

Senator SPECTER [continuing]. No, no, I am coming with Professor Hill. Oh, your relationship with Professor Hill was—

Ms. BERRY. She has described it, and it was so, that it was a cordial, friendly, professional relationship.

Senator SPECTER [continuing]. So, were you surprised when you read her statement in the news conference on October 7 that referring to you, that she doesn't know me and I don't know her?

Ms. BERRY. Yes.

Senator SPECTER. When you first heard of the charges by Professor Hill against Judge Thomas, what was your reaction?

Ms. BERRY. I was devastated and I was angry. I couldn't understand how someone—for a man who helped nurture her career, on the word of a good friend of his and hers, gave her a job at the Department of Education, subsequently asked her to join him at the EEOC, come to the EEOC, gave her responsibilities there, supported her, acted as her mentor, gave her recommendations to go to Oral Roberts, helped her to secure that job—

Senator SPECTER. But is she the kind of a person to make false charges, prior to the time that these were made?

Ms. BERRY [continuing]. I hadn't known her to be such.

Senator SPECTER. How well did you know her?

Ms. BERRY. I knew her professional. I'm not much of a socializer, but I didn't socialize.

Senator SPECTER. But over how long a period did you know her professionally?

Ms. BERRY. I knew her from 1982 until the time that she left the Commission.

Senator SPECTER. Did you talk to her fairly often?

Ms. BERRY. Yes, it was part of my responsibility.

Senator SPECTER. But no idea at all why she would be motivated to make false charges?

Ms. BERRY. No idea whatsoever.

Senator SPECTER. How about you, Ms. Alvarez, how well did you know her?

Ms. ALVAREZ. No, I knew her professionally. I did not know her as well as some of these others did.

Senator SPECTER. How long did you know her?

Ms. ALVAREZ. From the first time, my first day at the Commission until she left.

Senator SPECTER. What was your reaction, when you heard these charges by Professor Hill against Judge Thomas?

Ms. ALVAREZ. I was shocked. I was absolutely shocked, and I was sickened by it, because, likewise, I knew that he had helped her on lots of occasions, and I just felt like it was a betrayal.

Senator SPECTER. Ms. Holt, this committee has to make a judgment. We have heard people of the panel before you four women came on, who said that they had total confidence in Professor Hill. You women have said you have total confidence in Judge Thomas. Can you give any clue, any clue at all as to how this committee can break that deadlock?

Ms. HOLT. Senator, I guess for all of us—again, we were talking about probability, we are talking about patterns of behavior that we have not witnessed—we are talking about the fact that up to the time of these allegations, we never heard anyone else make such allegations in our presence, talk about such things. We never heard rumors flying about this Chairman, Clarence Thomas—

Senator SPECTER. But how about the behavior or patterns of behavior of Professor Hill?

Ms. HOLT. Senator—

Senator SPECTER. You never heard her make a false charge, did you?

Ms. HOLT. No, I haven't, but I guess my focusing on constructive looking at people—my focus has been on Judge Thomas. I cannot—

Senator SPECTER. Why not put a focus on Professor Hill?

Ms. BERRY. On October 7, I made—

Senator SPECTER. You first, Ms. Fitch, and then you, Ms. Berry.

Ms. HOLT. Well, I have been out of touch with Professor Hill for 3 years, so I may have written her lately about my last position, but I have not heard back from her. I can't say what she may be doing or thinking since the last 3 years that I last spoke to her. I have periodically run into the Judge and talked to him, stayed in touch with his mother whom I met when I was in Savannah, so it is not the same thing.

Senator SPECTER. What did you want to add, Ms. Berry?

Ms. BERRY. Well, on October 7, I heard a false charge, "I do not know Phyllis Berry and she does not know me."

Senator SPECTER. Let me ask one other question for response by all of you, and it is this: Is it possible that Professor Hill could think this happened and it did not? We have explored that possibility, and you are not professionals and I don't know how much insight the professionals can provide, but each of you women knew her rather well, especially Ms. Holt and Ms. Fitch.

One of the questions that has been going through my mind that I started out with was some effort to reconcile the testimony of these two people who appear to be so credible. I had thought that it might be possible to reconcile them, frankly, until I heard Professor Hill's testimony and the expanded nature of the charges which were made at that time—very different from what she put in her statement and very different from what she had told the FBI, and when I saw those expanded charges, it didn't seem possible to reconcile them.

But we have a situation here where you have a pattern of conduct toward Judge Thomas, which is admitted to by Professor Hill, where she has a very cordial relationship, no indication of anger, moves with him from one job to another, she does tell one friend and tells that friend that she has only told her, and then three more people come up today, which I hadn't heard about until yesterday, and the charges are expanded and Ms. Berry has speculated about the spurned woman approach.

But can you women shed any light on the possibility that Professor Hill might have had an attachment or a feeling which would have led her to think about these things?

Senator Hatch yesterday put into the record some speculation, and that is what we are doing here, pure and simple. But you women know her well enough, so that I think you might have some insight into it, in terms of the case, which had the reference to "Silver" and reference to some other facts which came from another case. And without impugning any impropriety or wrongdoing, what do you think, Ms. Holt? I think you know her the best

of anybody on the panel. Do you think it is conceivable that Professor Hill might really think this happened, when it didn't?

Ms. HOLT. I think that's the only conceivable answer, Senator, because I do not believe it happened.

Senator SPECTER. Well, you don't believe it happened and you can't find any motivation for her.

Ms. HOLT. I can't find any motivation for her saying that it did happen.

Senator SPECTER. Do you think she is the kind of a person who would come here under oath and say that it happened, if she didn't think it did happen?

Ms. HOLT. I don't know. She didn't appear to be that type of person when I knew her.

Senator SPECTER. You knew her second best, Ms. Fitch. Do you think it is possible that she really believes in her mind today that it never really happened?

Ms. FITCH. I think it's possible. I may be on shaky ground here. I have read a little bit in psychiatry, but there is something called transference. I'm not talking now about Professor Hill, but just in general terms.

My understanding of what transference means is that you may have strong feelings about someone and you're able to focus on someone who is either a therapist or someone who has been kind to you, and things get kind of muddled and they carry the burden of whatever someone else may or may not have done or what is something that you think actually happened.

So, there are any number of explanations, I would suspect, that would say that she is not a liar, but that this did not happen, but that, yes, she could probably pass a polygraph test, because she does sincerely believe that this happened with this person. And I say again that I do not believe in the allegations.

Senator SPECTER. Well, have you seen anything in her personality or had any experience with her, because you knew her very well, which would give you some factual basis or some feeling that she might think that it happened, when, in fact, it didn't?

Ms. FITCH. Senator, that's why I said I am not talking about Professor Hill, but just in general terms about this idea of transference. No, I can't say that I have.

Senator SPECTER. Ms. Alvarez, what do you think about that possibility?

Ms. ALVAREZ. I didn't know her well enough personally to be able to say that she was—that this would be something she would do. I didn't see her professionally as somebody who would do that. I do recall her being very ambitious, and—

Senator SPECTER. Is this going to help her ambition?

Ms. ALVAREZ. Well, she is—

Senator SPECTER. Her life is not going to be any easier now.

Ms. ALVAREZ. Well, I think she has now become, as I think somebody on this committee put it, the Rosa Parks of sexual harassment. You know, the speaking engagements will come, the book, the movie. I mean I don't know.

Senator SPECTER. Do you think that's her motivation?

Ms. ALVAREZ. I don't—I'm speculating. I have had to try and sort out what I think, why I think she might have done it. I think that